

Employment and Staffing

Military Technician Compatibility

Summary of Changes. This regulation provides policy and guidance regarding Military Technician Compatibility within the California National Guard.

Applicability. California National Guard Full-time Personnel Regulation (CNGFPR) applies to all California Army and California Air National Guard technicians and to commanders, managers and supervisors (military or civilian) with authority or responsibility over technician personnel management.

Proponent and Exception Authority. The proponent of this regulation is the Joint Force Headquarters, J-1, Directorate for Human Resources. The proponent has authority to approve exceptions to this regulation when they are consistent with controlling laws and regulation.

Supplementation. Supplementation of this regulation is prohibited.

Suggested Improvements. Users of this regulation are invited to send comments and suggested improvements to Joint Force Headquarters, Directorate for Human Resources, 9800 Goethe Road, Sacramento, CA 95826-9101.

Distribution. Distribution of the regulation is Army - A and Air Force - F.

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1. Purpose.

The National Guard’s full-time support program requires that all military technicians are members of the National Guard and are appointed to full-time positions which correspond to their military assignments. While drafting the National Guard Technician Act of 1968 (P.L. 90-486), the U.S. Senate recognized the importance of the technician’s military assignment in relationship to his/her full-time job, and included the requirement for military membership and compatible military assignment as a part of the legislation. Since 1 January 1969 (the date of enactment of P.L. 90-486), it has been a legal requirement for technicians who hold Dual Status (DS) excepted appointments in the Federal Civil Service to be members of the appropriate state National Guard and to have a military assignment which is compatible with their full-time job.

2. References.

P.L. 90-486 and NGB TPR 303.

3. Position Assignments.

a. Military Membership. DS military technicians are members of the National Guard, hold military grades specified for their authorized positions, and wear the uniforms appropriate for the members’ grade and component of the armed forces. Unless otherwise noted, all military technicians maintain proper military membership for the position occupied.

b. Military technicians are assigned to a military position in the same unit in which they are employed or, in a unit that is supported by the employing activity when authorized by this regulation. The unit of assignment requirement is necessary to ensure there is a highly skilled and trained support cadre available when units are deployed and to provide continuity of operations before, during, and after deployments. The occupational classification concept {Air Force Specialty Code (AFSC) and Military Occupational Skill (MOS)} for all full-time support members requires compatible military skills in the full-time assignment. When considering military assignment changes, the member's military chain of command must consider the effect on the member's full-time employment.

c. Duty Air Force Specialty Code (DAFSC) or Duty Military Occupational Skill (DMOS) assignment. Each separate DS position description in use by the National Guard has established compatible DAFSCs/DMOSs identified and approved by National Guard Bureau (NGB). The position on the military manning document to which the technician is assigned must be compatible with the technician position description. Individuals do not have to be qualified in the DAFSC/DMOS. To research a specific NGB approved compatibility, first identify the position description number, then check our website for the appropriate NGB Compatibility Table, at www.calguard.ca.gov/cahr/pub.html. The NGB Compatibility Table provides the specific DAFSC's, DMOS's, and/or Branch identifiers determined to be compatible with the specific position description by the NGB Career Field Functional Manager. For new position descriptions, refer to the appropriate classification position description release for compatibility information.

d. DS Indefinite Appointments. Technicians appointed on an indefinite basis are subject to DAFSC/DMOS and unit of assignment criteria policy. However, a blanket exception has been granted for DS indefinite technicians appointed to "backfill" a deployed technician or AGR member, or who are appointed to a position created to directly support the Global War on Terrorism (GWOT).

e. Temporary Appointments. Temporary appointments are time-limited and are not subject to DAFSC/DMOS or unit of assignment criteria.

f. Temporary Promotions and Details. When military technicians are temporarily promoted or detailed, the AFSC/MOS compatibility remains with the permanent position from which the technicians is temporarily promoted or detailed.

g. JFHQ personnel are assigned to compatible positions in units located within the State.

h. ARNG surface maintenance personnel employed in a Combined Support Maintenance Shop (CSMS) or Maneuver Area Training Equipment Site (MATES) are assigned to compatible positions in units which are supported by the employing activity.

i. Military technicians employed at an ARNG Field Maintenance Shop (FMS) are assigned to compatible positions in any unit in the state.

j. Military technicians employed at the Army National Guard Aviation Facilities and Aviation Classification Repair Activity Depot (AVCRAD), are militarily assigned to the table of distribution and allowances (TDA) for that organization.

k. Military technicians employed at the Army Aviation Support Facility (AASF), and Army Aviation Flight Activity (AAFA), are militarily assigned to compatible positions in any aviation unit that full-time support members are employed to support.

l. ANG military technicians will be assigned to a compatible military position in the same unit in which they are employed. This unit of assignment criteria is applied at the wing/group level, a military technician employee of one squadron may be assigned militarily to another squadron if both squadrons are under the same wing or group.

m. Grade Inversion. The military grade of the supervisor must equal or exceed the military grade of personnel supervised. Military grade inversion within the full-time workforce is not permitted and the concept of grade inversion is inconsistent with the military nature of the National Guard. Grade inversion cannot be waived.

n. A military technician will be the primary occupant of the military position and will not be coded as excess.

4. Waivers, Changes to Compatibility.

a. The HRO has the authority to manage incompatible assignments within a reasonable period of time and approve/disapprove compatibility waivers in the following circumstances:

(1) ARNG Command Leadership and Staff Assignment Program (CLASP). CLASP provides professional development opportunities for military technicians. The technicians' potential and subsequent duty assignments must be considered before assignment to a CLASP position. Implementation of CLASP is not at the expense of a traditional members' career progression. CLASP assignment waivers for ARNG soldiers of DMOS and unit of assignment exceptions may be approved for the following: brigade, battalion, and company command; headquarters commandant; platoon leader; command sergeant major; first sergeant; and non-deployable staff posi-

tions (i.e., G1, G2, S1, S2, Assistant S3, and Assistant S4). ARNG command/leadership assignments are for a period not to exceed three (3) years. Assignments are only allowed within the technicians' supported chain of command or coordinating staff relationship of the JFHQ office. Technicians are not allowed more than one command or leadership waiver at the same level.

(2) ANG command/leadership assignment. Command and leadership waivers for DAFSC and unit of assignment exceptions may be approved by the HRO for the following positions: commander, command chief master sergeant, and first sergeant. Command chief master sergeant and first sergeant positions assignments are processed in accordance with ANGI 36-2101. ANG Command/leadership exceptions will not exceed four (4) years.

(3) The HRO has the authority to approve unit of assignment exceptions to accommodate military promotions essential to military career development. This waiver authority is limited to situations where no military position of the appropriate DAFSC/DMOS and grade are available for promotion assignment. These exceptions will not exceed three (3) years.

(4) DAFSC or DMOS incompatibility. The HRO may approve waivers to accommodate these conditions for up to two (2) years when it is determined to be in the best interest of the California National Guard.

(5) Military assignment changed through no fault of the technician due to reorganization or downsizing. This accommodation is valid only while the incumbent occupies the position and lasts until he/she is reassigned to a compatible position.

(6) Unit of Assignment. The HRO may approve waivers to accommodate assignment outside the appropriate unit of assignment when compatible military positions are not available. These exceptions will not exceed two (2) years.

b. Time-limited compatibility waiver requests (CLASP, ANG command/leadership, military promotion, and DAFSC/DMOS) must also address what action(s) will be taken at the end of the waiver period. Waiver requests without a proposed "get-well-plan" will be returned without action to the nominating supervisor/commander for additional information.

c. In circumstances where a selecting official desires to use another rank/status, position, unit, DAFSC or DMOS not listed in the NGB Compatibility Tables; the selecting official must provide a memorandum request with justification and support documentation to the HRO. The HRO then coordinates with the NGB Career Field Functional Manager for approval or disapproval of a compatibility waiver/variance.

5. Technician Career Impact.

A failure to meet compatibility requirements or have an approved waiver will jeopardize the full-time employment status of the DS military technician. IAW TPR 715 non-compatible DS military technicians will be promptly separated from their full-time military technician employment. Such notices require a 30 day employee written notification, during which the employee's supervisor/commander may pursue a waiver request. A pending waiver request will not suspend or delay the separation of a military technician. Military technician compatibility is ultimately an individual responsibility; however, supervisors are integral in this process and should actively maintain and oversee individual compatibility requirements.

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